

## **EQUAL OPPORTUNITY**

- A. Board of County Commissioner's Policy of Non-discrimination**
- B. How to file a discrimination complaint**
- C. Title VI Compliance and the County's Transportation Program**
- D. Other resources and web links**

### **A. Board of County Commissioner's Policy of Non-discrimination**

Clark County is an equal opportunity employer and is committed to providing equal opportunity in employment, access and the provision of all County services. This commitment applies regardless of race, color, religion, creed, sex, marital status, national origin, disability, age, veteran status, on-the-job injury, or sexual orientation. Employment decisions are made without consideration of these or any other factors that employers are prohibited by law from considering.

Title VI of the 1964 Civil Rights Act provides that no person in the United States shall on the grounds of race, color, national origin, or sex be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving federal financial assistance.

The county's practices of non-discrimination are consistent with: Titles VI and VII of the 1964 Civil Right Act as amended; Executive Orders 11246, 11375, 12250 and 12898; Sections 503 and 504 of the Rehabilitation Act of 1973 as amended; the Age Discrimination Acts of 1967 and 1975; the 1974 Vietnam Era Veteran Readjustment Assistance Act; Americans with Disabilities Act of 1990; The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 as amended; Washington State Law Against Discrimination, RCW 49.60; and State Executive Orders 89-01, 93-03 and 93-07.

#### ***County Contacts:***

Human Resources  
360-397-2456

Grants & Compliance Manager  
360-397-6097, ext. 4839

## B. How to file a discrimination complaint

If you believe a county employee, or a contractor, subcontractor, licensee, certified entity, or grantee under any Clark County program has discriminated against you or you have been excluded from participation in county provided activities or services on the basis of your race, color, national origin, creed, religion, sex, age if 40 or older, marital status, disabled veteran status, Vietnam Era veteran status, or disability, you are encouraged to contact Clark County Human Resources.

If you choose to file a complaint, you are asked to provide the following information:

Your

name: \_\_\_\_\_

Day-time phone:(     ) \_\_\_\_\_ e-mail: \_\_\_\_\_

Address: \_\_\_\_\_

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City: \_\_\_\_\_ State: \_\_\_\_\_ Zip code: \_\_\_\_\_

Name of alleged discriminator: \_\_\_\_\_

County department or Clark County grantee: \_\_\_\_\_

Description of incident (attach additional pages if needed): \_\_\_\_\_

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### Basis:

- ☐ Race/color   ☐ Disability   ☐ Marital status   ☐ Vietnam era veteran   ☐ Age  
☐ National origin   ☐ Sexual orientation   ☐ Gender   ☐ Religion   ☐ Creed  
☐ Disabled veteran   ☐ Retaliation

**Please be aware there is a time limit for filing a complaint. A written complaint of alleged discrimination must be filed within 180 days of the occurrence.**

### **C. Title VI Compliance and the County's Transportation Program**

Title VI compliance is a condition of receipt for federal funds. Assurance of compliance falls under the authority of the Board of County Commissioners pursuant to its budgetary authority and responsibility. The County Administrator and Title VI Coordinator are authorized to ensure compliance with provisions of the requirements of 23 Code of Federal Regulation (CFR) 200 and 49 CFR 21.

Clark County assures that no person shall on the grounds of race, color, national origin, or sex as provided by Title VI of the Civil Rights Act of 1964, and the Civil Rights Restoration Act of 1987 (P.L. 100.259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any county sponsored transportation program or activity. Clark County further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs and activities are federally funded or not.

In the event Clark County distributes federal aid funds to another entity, Clark County will include Title VI language in all written agreements and will monitor for compliance.

#### ***Fair Contracting Practices***

Federal and state grants require that the county, its contractors, subcontractors and other subrecipients who receive federal funds actively ensure nondiscrimination in *all of their programs and activities. These obligations apply even if those other programs and activities are not federally funded.* It is county policy to afford all bidders an equal opportunity to quote and compete on equal terms. *Disadvantaged Business Enterprises* (DBE) are encouraged to respond to every applicable contracting opportunity. The county will ensure all businesses a realistic opportunity to participate in the county's purchasing processes, fairly and competitively. Interested businesses, vendors, contractors or subcontractors may obtain copies of relevant county policies by contacting the Grants & Compliance Manager or County Purchasing Manager.

#### **D. Other resources and web links**

US Commission on Civil Rights <http://www.usccr.gov/index.html>

US Office of Civil Rights, Region X <http://www.hhs.gov/region10/ocr/>

Washington State Human Rights Commission 1-800-605-7324

WA Office of Women and Minority Owned Business Enterprises <http://www.omwbe.wa.gov/>

WA Dept. of Transportation, Office of Equal Opportunity <http://www.wsdot.wa.gov/oeo/>

WA State Dept. of Social & Health Services 1-800-521-8060

WA Alliance for Immigrant and Refugee Justice [www.wairj.org](http://www.wairj.org)

FHWA Environmental Justice <http://wwwcf.fhwa.dot.gov/environment/ejustice/facts/index.htm>

US Dept. of Justice, Community Relations Service, Region X [www.usdoj.gov/crs/crs.htm](http://www.usdoj.gov/crs/crs.htm)

Nat'l Association for the Advancement of Colored People <http://www.naACP.org/>

Clark County YWCA, Diversity Task Force [info@ywcacclarkcounty.org](mailto:info@ywcacclarkcounty.org)